

**MEMORANDUM OF UNDERSTANDING BETWEEN THE GODDARD SPACE  
FLIGHT CENTER (GSFC) AND THE AMERICAN FEDERATION OF  
GOVERNMENT EMPLOYEES (AFGE)**

In the matter concerning the implementation of GPR 8730.7 Lab Management Program at the Goddard Space Flight Center, Wallops Flight Facility the parties agree to the following:

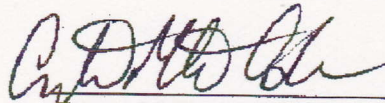
- 1) As it pertains to assignment of this function to unit employees and/or nominees selected for this function, Management agrees that the application of the Lab Management Program will be fair, objective, and consistent with government-wide law, rule, or regulation as well as the collective bargaining agreement.
- 2) Consistent with the process described in Figure 1 – Certification Process, Management agrees that, prior to nominating an employee to the function of Lab Manager, for each laboratory respective laboratory workspace:
  - a. Management will acknowledge all qualified employees and select from this pool as appropriate. In making its selection, Management will consider relevant experience, expertise, current workload and other professional development activities (e.g. training, IDP's, details, education programs, etc).
  - b. Where appropriate and feasible (e.g., budget and resources), Management will consider the use of contractors.
- 3) Management agrees that assignments pertaining to this initiative shall not be arbitrary or capricious, and will be based on bona fide criteria respective to the Lab Management Program.
- 4) Management agrees that in situations where an employee's assignment or responsibility pertaining to this initiative conflicts with that associated with that employee's other job functions, the Employer will notify the employee of which assignment/responsibility takes precedence as needed.
- 5) Management agrees that the members appointed to Lab Management Steering Committee will decide the necessary method to participate in the meetings (i.e., Video Conference, telecon, travel to Greenbelt, etc.).
- 6) Management will re-evaluate the incumbent Laboratory Manager's assignment every two (2) years, and notify the incumbent of this re-evaluation. At this time, Management shall consider an incumbent's request to continue or terminate the assignment.
- 7) Management agrees to post the agreement covering this matter on the OHCM website under AFGE Collective Bargaining Agreement within seven (7) workdays of the effective date. Additionally, a summary statement, link to the




GPR and this agreement will be included in the subsequent issue of Inside Wallops.

- 8) The provisions of this MOU are not meant to alter, modify or change the existing collective bargaining agreement.

**FOR MANAGEMENT**

 6/8/10  
Crystal Mitchell-Coleman      Date  
Labor Relations Officer  
NASA/GSFC

**FOR THE UNION**

 6-9-10  
Ben Robbins      Date  
Vice-President, AFGE, Local 1923